

# Bryq

# CANDIDATE PULSE



Candidate Experience Impact

August 2023

# Introduction

**In a world that moves so fast, it's only common for employees and job seekers to often change their opinions and perspectives influenced by various factors. HR professionals have no other option than to always keep an eye on these changing viewpoints and adjust accordingly.**

Every day, hundreds of candidates across various industries and career stages complete the Bryq assessment, aspiring to secure a position at a company that relies on Bryq's talent acquisition tools.

Our core mission at Bryq is not just to identify candidates, but to delve deeply into understanding the nuances of talent. Recognizing that the landscape of talent and candidate expectations is ever-changing, we make it a priority to stay current with global labor market trends.

To this end, we regularly conduct online surveys that not only help us refine our own methodologies but also provide valuable, actionable insights that our clients can use to enhance their recruitment and workforce optimization strategies.

In August 2023, we surveyed over 1,700 individuals around the world and asked them 3 very important questions, revolving around recruitment processes and diversity.

## Top Takeaways



**Younger candidates tend to expect a quicker hiring process**



**More than half of African Americans have experienced the feeling of not belonging in a workplace**



**When employees feel that their employers are committed to diversity, they are less likely to feel excluded**

# 1 “How much does a lengthy recruitment process influence your decision to accept a job offer?”



Younger candidates tend to expect a quicker hiring process



North American candidates care less about a process being lengthy, compared to other areas of the world

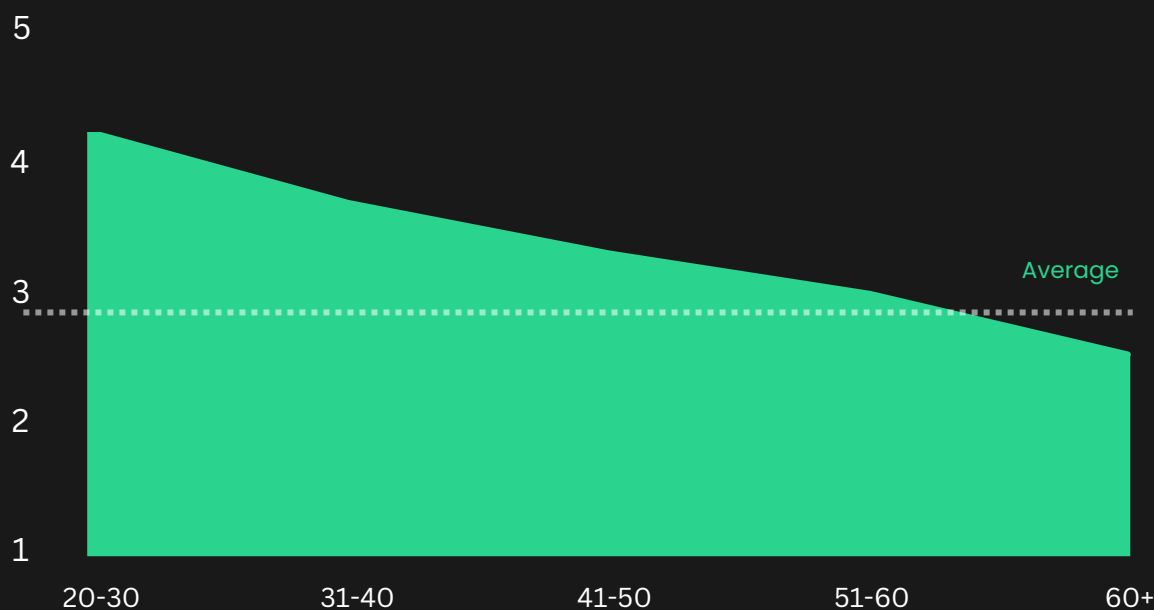


Male participants are more willing to tolerate a lengthy process than female participants

From our experience at Bryq, we know that many companies face challenges in streamlining and accelerating their recruitment processes, which naturally can lead to candidate fatigue and disappointment. Therefore, we expected that this question would yield very interesting findings.

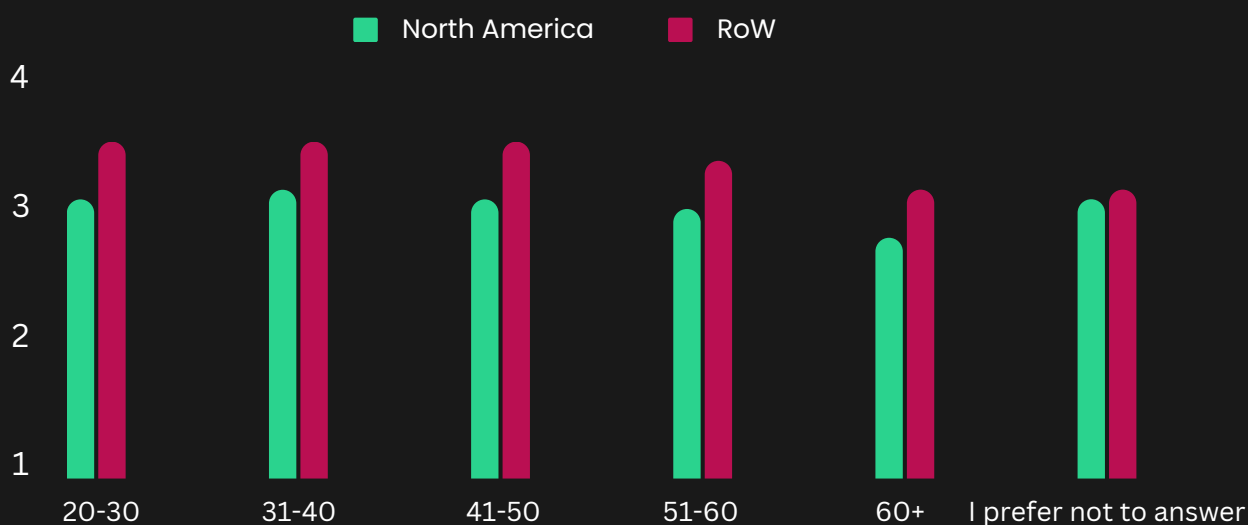
Respondents rated how much a lengthy recruitment process affects their decision using a scale from 1 to 5, with 1 being “Not at all” and 5 being “Very much”. In a sample of 1,777 respondents, the average score was 3.31, showing that on average **a long recruiting process negatively impacts the effectiveness of a company’s recruitment efforts.**

The most interesting aspect is analyzing the results by age groups. Candidates aged 20 to 30 scored 3.37, while those aged 31 to 40 scored 3.34. Moving up the age scale, candidates in the 51 to 60 age range scored 2.93, while those over 60 scored 2.64. It’s clear that **as age increases, the score indicating concern about a lengthy recruitment process decreases, showing an inverse relationship.**



\*Bryq candidate survey, July-August 2023, n=1777

When examining the results by geography, distinct differences emerge between North America and the rest of the world. Interestingly, **candidates in North America appear to display greater patience and tolerance for a lengthy recruitment process** compared to individuals in other parts of the world. The average difference between them is 16%.



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Analyzing the results based on gender also revealed some intriguing insights. **Male participants**, with an average score of 3.2, seem to be **less impacted by the recruitment process's duration**. On the other hand, **female participants** scored higher, averaging 3.5, suggesting a **greater level of concern regarding the process's length**.



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## 2

### “Have you ever felt you didn't belong in your workplace, due to lack of diversity?”



**Black or African American people are far more likely to have felt like they don't belong in their workplace**



**More than half of African Americans have experienced this feeling**



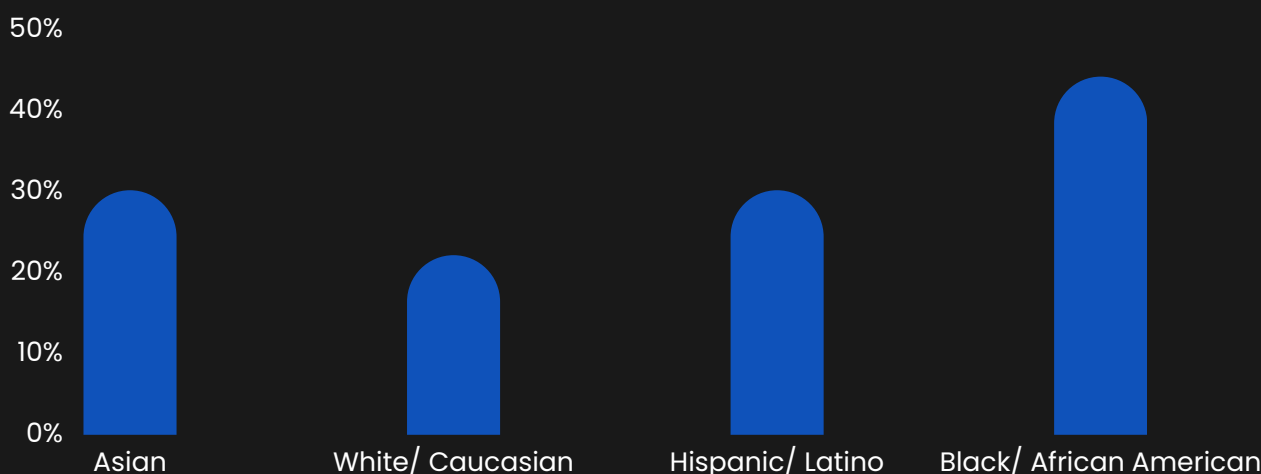
**Women have experienced this feeling more times than men, especially in North America**

Diversity in the modern workplace is crucial. It fosters innovation by bringing together unique perspectives and experiences, enhances connections with a diverse customer base, promotes inclusivity and employee well-being and helps attract top talent. Embracing diversity is not just a choice but a strategic necessity for success in today's dynamic business environment.



Our goal was to examine the impact of diversity, or the lack thereof, on various groups of individuals. We aimed to understand whether a non-diverse workplace made people from different backgrounds feel like strangers or if it had no discernible effect on them. Candidates were surveyed about whether they had ever experienced this sense of being an outsider in their careers, responding with a simple “Yes” or “No”.

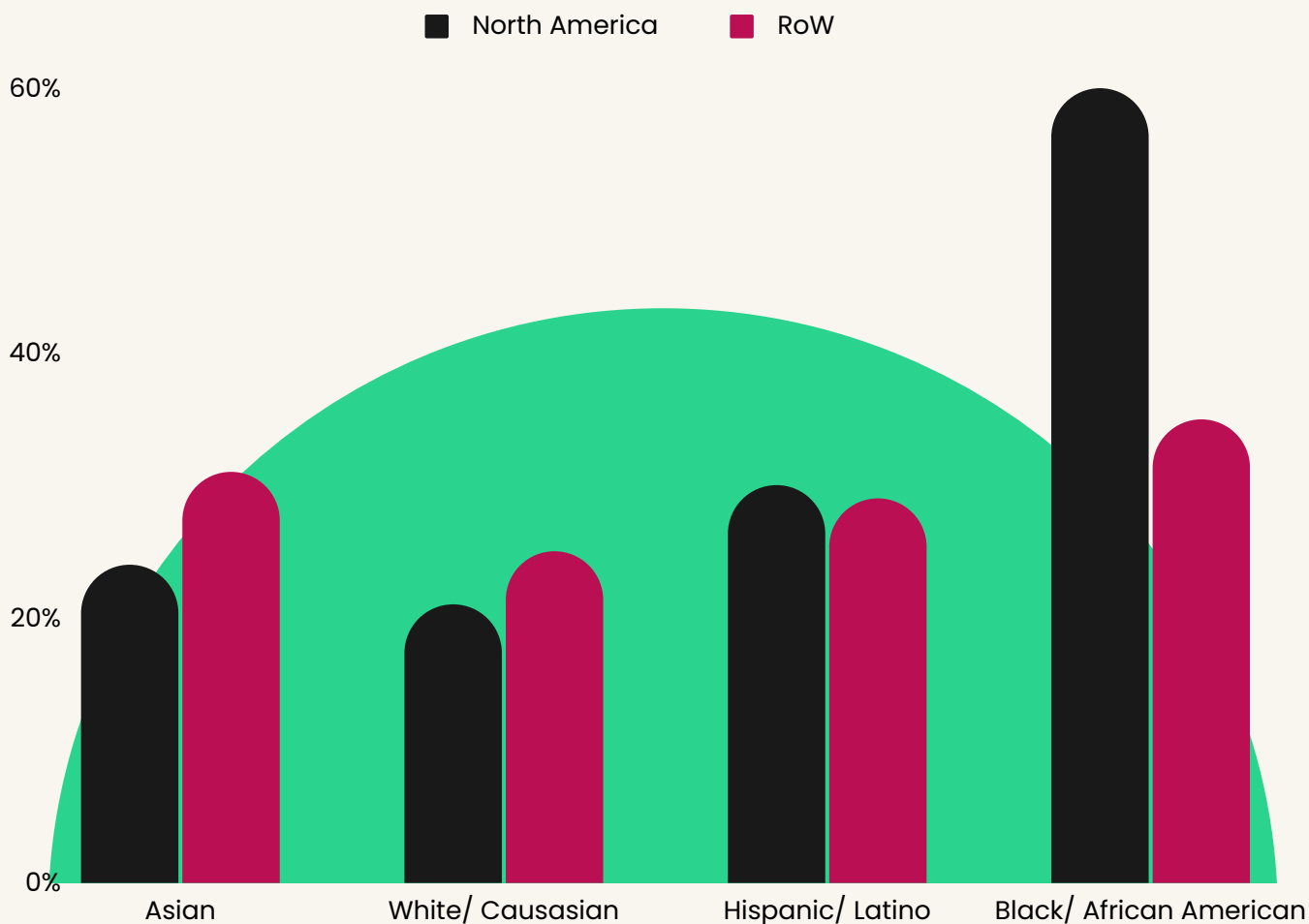
**Significant disparities are evident when considering different racial groups.** Among them, Black or African American individuals have encountered this situation at a rate of 44%, followed by Hispanic/Latino and Asian individuals at 30%, while White/Caucasian individuals have experienced it at a rate of 22%.



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The results were particularly striking among **African American individuals, with a remarkable 60% reporting a sense of not belonging**, while Black individuals in other regions of the world experienced this at a rate of **35%**.

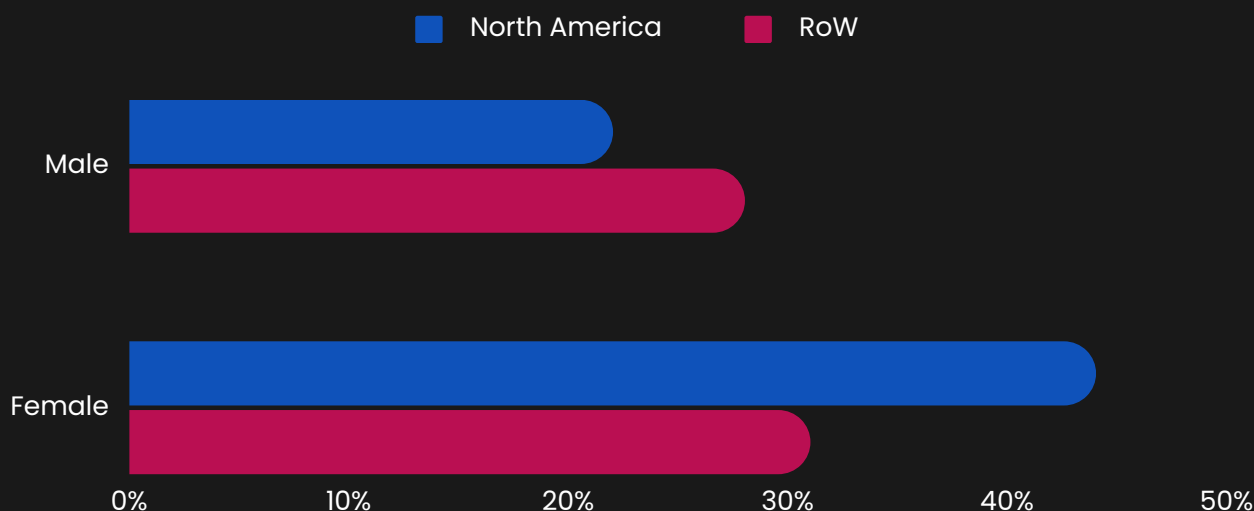




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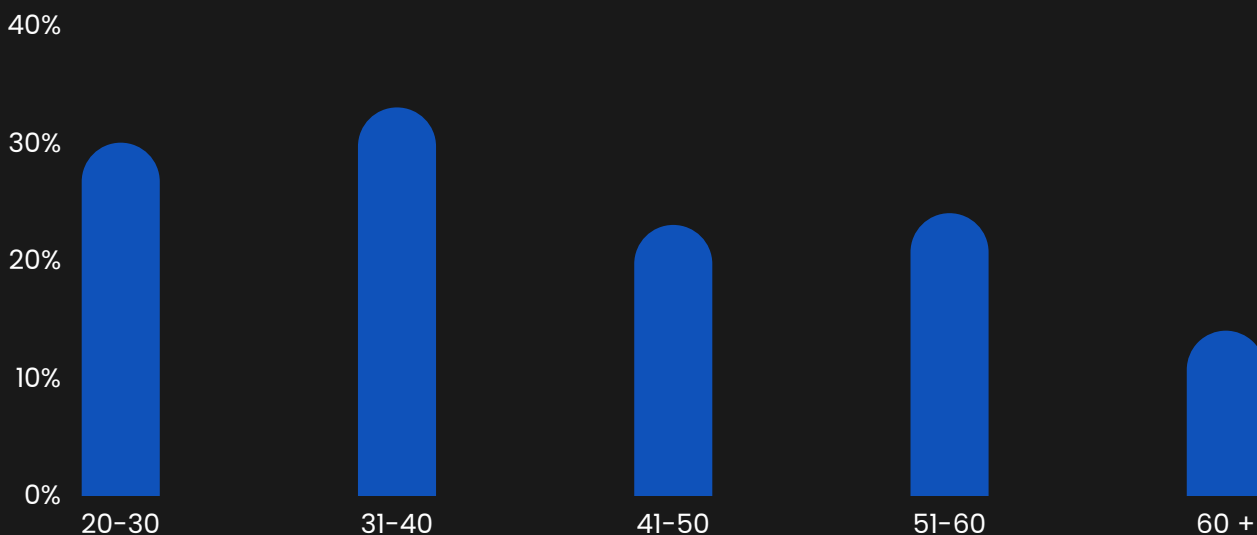


When it comes to gender, **women tend to experience this feeling more frequently than men on average**. Notably, **the disparity is particularly pronounced in North America**, where 44% of women report experiencing this sense compared to 22% of men, making it twice as likely for women. In the rest of the world, the difference is smaller, with 31% of women and 28% of men reporting this feeling.



\*Bryq candidate survey, July-August 2023, n=1777

When examining the ages of the respondents, a discernible trend emerges. Individuals between the ages of 20 to 30 and 31 to 40 report this feeling more frequently, at rates of 30% and 33%, respectively, compared to respondents aged 41 to 50 and 51 to 60, where the rates are 23% and 24%, respectively. This underscores a **generational gap in how people perceive these experiences.**



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3

## “How would you rate your current employer's efforts in promoting Diversity, Equity and Inclusion in the workplace?”



**People who haven't felt left out because of diversity issues generally think their employers are doing a better job promoting diversity**



**Female respondents in North America are less satisfied with their employer's efforts compared to the rest of the world**

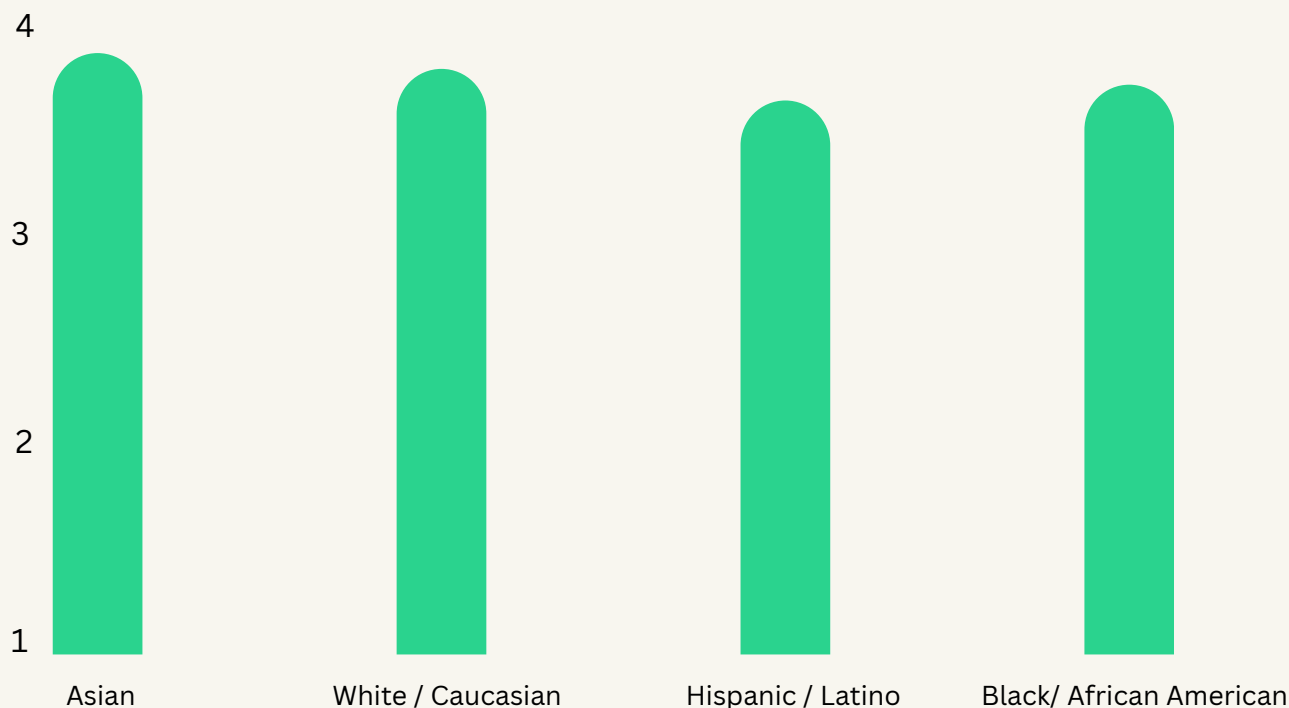
Employers around the world are actively prioritizing Diversity, Equity, and Inclusion (DEI) initiatives. They're employing strategies like diverse hiring practices, bias training and promoting open communication to create inclusive workplaces. This dedication to DEI is driven by its well-documented advantages, including stimulating innovation and improving overall employee satisfaction and well-being.

However, our objective was to measure how employees perceive these initiatives and to assess their satisfaction levels. In our survey, respondents provided ratings for their employers' efforts on a scale ranging from 1 to 5.

Our most significant finding revealed a **moderate correlation (0.34) between employees' satisfaction with their employer's DEI efforts and their experiences of feeling like they don't belong in the workplace**. When employees feel that their employers are more committed to diversity, they are less likely to feel excluded due to a lack of diversity. This demonstrates that **employers' proactive efforts in promoting diversity positively influence the psychological well-being of their employees**.

**When considering different racial groups, there aren't significant distinctions**. Asians have the highest score at 3.8, followed closely by White/Caucasian at 3.7, Black/African Americans at 3.6, and Hispanic/Latinos at 3.5.

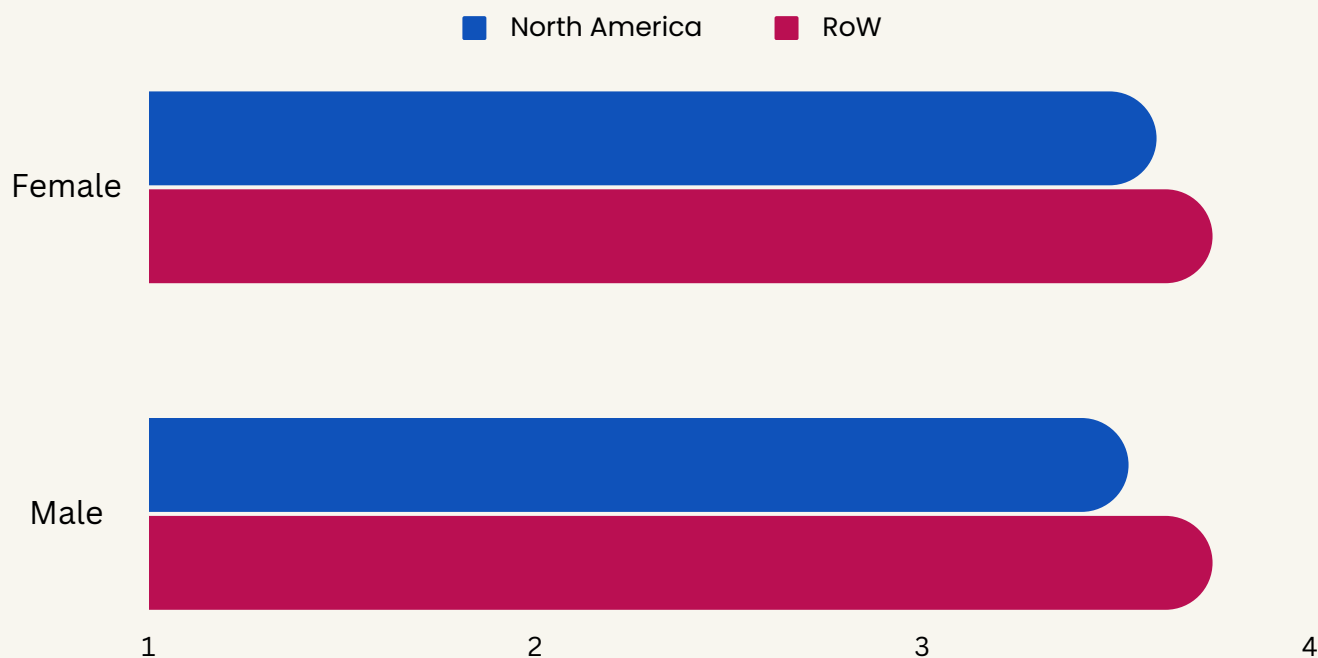




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Finally, there's a slight difference in satisfaction between North American women and women in the rest of the world. **North American women seem to have slightly higher standards**, with a satisfaction rating of 3.5 compared to 3.8 for the rest of the world.





## Conclusion

In our August 2023 survey of over 1,700 individuals worldwide, we gained valuable insights into the dynamics of recruitment processes, diversity in the workplace, and employees' perceptions of their employers' DEI efforts. Several key takeaways emerged from our findings.

First, we observed a generational difference in how candidates perceive the length of recruitment processes. **Younger candidates tend to expect quicker hiring processes**, while older candidates are more patient. Geography also plays a role, with **North American candidates displaying greater tolerance for lengthy processes** compared to candidates in other regions.

Second, our survey highlighted the critical importance of diversity and its impact on workplace experiences. **Black or African American individuals reported feeling a lack of belonging at a higher rate than other racial groups**, emphasizing the ongoing need for greater diversity and inclusion efforts in the workplace. Additionally, gender disparities were evident, with **women, particularly in North America, more likely to feel excluded due to a lack of diversity**.

Finally, our research underscored the significance of employers' commitment to DEI. There was a notable correlation between employees' satisfaction with their employer's DEI efforts and their sense of belonging in the workplace. **When employers actively promote diversity, employees are less likely to feel excluded**, highlighting the positive influence of DEI initiatives on employees' psychological well-being.

# Bryq

**Looking to significantly reduce  
time-to-hire and boost diversity?**



**Book a free demo with Bryq**



**August 2023**

**How would you rate your current employer's efforts in promoting Diversity, Equity and Inclusion in the workplace? (1 = not at all, 5 = very much)**

Race	Global	North America	RoW
Asian	3.8	3.8	3.8
White / Caucasian	3.7	3.6	3.7
Hispanic / Latino	3.5	3.4	3.7
Black or African American	3.6	3.5	3.7
I prefer not to answer	3.7	3.5	3.7
Two or more races	3.5	3.2	4.0
American Indian or Alaska Native	3.4	3.3	3.5
Native Hawaiian or Other Pacific Islander	4.0		4.0

Gender	Global	North America	RoW
Male	3.7	3.6	3.8
Female	3.7	3.5	3.8
I prefer not to answer	3.3	2.7	3.4
Non-binary	4.0	5.0	3.9
Other	4.2	5.0	4.0
Transgender	2.3		2.3



Age	Global	North America	RoW
1. <20	3.8	2.0	4.0
2. 20-30	3.8	3.7	3.8
3. 31-40	3.6	3.5	3.7
4. 41-50	3.6	3.4	3.8
5. 51-60	3.4	3.5	3.1
6. 60+	4.3	4.4	4.0
7. I prefer not to answer	3.5	3.9	2.3

## How much does a lengthy recruitment process influence your decision to accept a job offer? (1 = not at all, 5 = very much)

Race	Global	North America	RoW
Asian	3.5	2.8	3.5
White / Caucasian	3.0	3.0	3.1
Hispanic / Latino	3.1	2.7	3.5
Black or African American	3.1	2.9	3.3
I prefer not to answer	3.5	3.0	3.7
Two or more races	2.9	2.8	3.3
American Indian or Alaska Native	3.1	2.3	3.5
Native Hawaiian or Other Pacific Islander	2.0		2.0



Gender	Global	North America	RoW
Male	3.2	2.8	3.3
Female	3.5	3.0	3.6
I prefer not to answer	3.7	3.3	3.8
Non-binary	3.5	3.0	3.6
Other	4.4	4.0	4.5
Transgender	3.5		3.5

Age	Global	North America	RoW
1. <20	3.4	4.0	3.3
2. 20-30	3.4	2.9	3.5
3. 31-40	3.3	3.0	3.5
4. 41-50	3.2	2.9	3.5
5. 51-60	2.9	2.8	3.3
6. 60+	2.6	2.5	3.0
7. I prefer not to answer	2.9	2.9	3.0



## Have you ever felt you didn't belong in your workplace, due to lack of diversity? (Percentages) – Answer: Yes

Race	Global	North America	RoW
Asian	30%	24%	31%
White / Caucasian	22%	21%	25%
Hispanic / Latino	30%	30%	29%
Black or African American	44%	60%	35%
I prefer not to answer	23%	37%	18%
Two or more races	37%	50%	9%
American Indian or Alaska Native	44%	33%	50%

Gender	Global	North America	RoW
Male	26%	22%	28%
Female	34%	44%	31%
I prefer not to answer	40%	33%	42%
Non-binary	25%	100%	14%
Other	80%	100%	75%
Transgender	75%		75%



Age	Global	North America	RoW
1. <20	50%	100%	44%
2. 20-30	30%	27%	31%
3. 31-40	33%	39%	30%
4. 41-50	23%	29%	17%
5. 51-60	24%	25%	22%
6. 60+	14%	10%	25%
7. I prefer not to answer	17%	11%	33%

## Have you ever felt you didn't belong in your workplace, due to lack of diversity? (Volume) - Answer: Yes

Race	Global	North America	RoW
Asian	209	12	197
White / Caucasian	51	38	13
Hispanic / Latino	22	12	10
Black or African American	66	32	34
I prefer not to answer	17	7	10
Two or more races	13	12	1
American Indian or Alaska Native	4	1	3



Gender	Global	North America	RoW
Male	167	52	115
Female	200	59	141
I prefer not to answer	6	1	5
Non-binary	2	1	1
Other	4	1	3
Transgender	3		3

Age	Global	North America	RoW
1. <20	5	1	4
2. 20-30	218	38	180
3. 31-40	118	48	70
4. 41-50	26	16	10
5. 51-60	11	9	2
6. 60+	2	1	1
7. I prefer not to answer	2	1	1

